



SOUTH AFRICAN COUNCIL FOR NATURAL SCIENTIFIC PROFESSIONS

ANNUAL PERFORMANCE PLAN 2023/24



science & innovation

Department:
Science and Innovation
REPUBLIC OF SOUTH AFRICA

SACNASP
South African Council for Natural Scientific Professions
Integrity in science



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LIST OF ACRONYMS

Acronym	Explanation
4IR	Fourth Industrial Revolution
CHE	Council on Higher Education
CMP	Candidate Mentoring Programme
CPD	Continuing Professional Development
DALRRD	Department of Agriculture, Land Reform and Rural Development
DDM	District Development Model
DSI	Department of Science and Innovation
ERRP	Economic Reconstruction and Recovery Plan
HEI	Higher Education Institution
IKS	Indigenous Knowledge Systems
MTSF	Medium-Term Strategic Framework
NDP	National Development Plan
NSI	National System of Innovation
NSP Act	Natural Scientific Professions Act (No. 27 of 2003)
SACNASP	South African Council for Natural Scientific Professions
SEIAS	Socio-Economic Impact Assessment
SETA	Sector Education and Training Authority
STI	Science, Technology and Innovation
VA	Voluntary Association



ACCOUNTING AUTHORITY'S STATEMENT

The South African Council for Natural Scientific Professions (SACNASP) is a registration and regulatory body for the natural science profession in South Africa. SACNASP was established in terms of the Natural Scientific Professions Act (No. 27 of 2003) (hereafter referred to as the NSP Act), as amended by the Science and Innovation Laws Amendment Act (No. 7 of 2014).

The 2020/21–2024/25 Strategic Plan outlines the approved strategic objectives of SACNASP, these being to:

1. PROACTIVELY ADVISE GOVERNMENT AND RELEVANT STAKEHOLDERS ON THE CONTRIBUTIONS AND ROLE OF THE NATURAL SCIENTIFIC PROFESSIONS IN SOUTH AFRICA

In response to the request for Department of Science and Innovation (DSI) entities and agencies to integrate skills development requirements, SACNASP will develop relevant reports every two years to advise government. The report, *The skills and competencies for the future scientist amid societal grand challenges (SGC) in South Africa*, will be published in 2023/24. One of the thematic areas of the Science Technology and Innovation (STI) decadal plan (December 2022) is to address the SGC through appropriate skills development. This report will provide input into the DSI list of STI skills needed for the Economic Reconstruction and Recovery Plan (ERRP).

2. ENFORCE HIGH PROFESSIONAL AND ETHICAL STANDARDS FOR THE NATURAL SCIENTIFIC WORKFORCE

Registration with SACNASP recognises and captures the individual's knowledge, qualifications and work experience. Most importantly, it demonstrates the scientist's commitment to integrity, regard for public interest and the environment. SACNASP will ensure that it has an effective system to register and regulate natural science professionals in all sectors of the economy, including state-owned enterprises. This will enhance SACNASP's mandate regarding its regulatory function and better protect the public, the environment

and professions. SACNASP will monitor the time it takes to process an application to reduce the time from application to registration.

3. PROMOTE THE NATURAL SCIENCE PROFESSIONS AND SCIENCE ENGAGEMENT IN SOUTH AFRICA

SACNASP will work with various stakeholders to address the societal grand challenges (e.g. climate change, environmental sustainability, future-proofing education and skills, future of society) facing South Africa. Key interventions will include an increased number of science engagements, communication activities and public awareness campaigns. The active involvement of natural scientists and their Voluntary Associations (VAs) is necessary to offer specialist advice to industry, government, district municipalities, local communities and society.

4. PROMOTE THE PROFESSIONAL DEVELOPMENT AND TRANSFORMATION OF THE NATURAL SCIENCE SECTOR IN SOUTH AFRICA

SACNASP will achieve this strategic objective by focusing on creating an environment for lifelong learning for natural scientists to ensure that they are always at the cutting-edge of science information and technology. As indicated by the Minister, there needs to be greater coordination of initiatives in the post-school education and training (PSET) sector. There also needs to be a coordinated response to skills needs, for both those with post-school qualifications and those without. The focus will be on the transformation of the natural science sector to increase participation of designated groups and contribute towards education qualifications and learning pathways for natural scientists.

SACNASP also offers Continuing Professional Development (CPD), through free online and face-to-face training and the Candidate Mentoring Programme (CMP). The CMP is conducted in collaboration with the VAs and exposes young scientists to the soft skills necessary for them to succeed in their careers. The programme also encourages female scientists and those with disabilities to participate; hence the ratio of female to male participants is 60:40, respectively.

The new SACNASP website, to be completed at the end of FY2022/23, will enable all registered young scientists to further develop their skills online and the CMP will encourage them to enhance their technical and soft skills prior to upgrading and providing improved employment opportunities.

5. FOSTER A CULTURE OF GOOD CORPORATE GOVERNANCE

SACNASP will continue to ensure compliance with legislative and policy frameworks by developing and implementing robust systems, developing relevant policies, identifying and managing all risks and monitoring internal controls. SACNASP achieved a clean, unqualified audit outcome for the 2021/22 financial year.

At SACNASP's strategic planning session in 2022, the following key strategic interventions were identified to strengthen the delivery of the priority areas:

- Further investigate retention solutions and improve SACNASP's value proposition. Ensure that the database is kept accurate with timely cancellation of non-fee payers. Investigate customer service and how long applications are taking to process;
- Develop Science Engagement and Communication Strategy including a larger number of public awareness activities and outreach programmes; and
- Increase communication on CPD and its value. Life-long learning is a key contributor to the ERRP as improved education of scientists enhances career development. Increased activities to be sponsored by SACNASP and the VAs and include possible incentives for achieving CPD targets. SACNASP will also engage with the relevant Sector Education and Training Authorities (SETAs) to seek benefit from the National Skills Fund.

SACNASP further takes cognisance of the Minister's Directives. In 2023/24 SACNASP will pursue exploratory work to delineate its strategic role in the achievement of the Directives and will thus incubate the following initiatives:

- Participating in the establishment of platforms across all disciplines (strengthen the collaboration of natural sciences and the humanities and social sciences) to implement the STI Decadal Plan priorities and other national priorities including:
 - Climate change and environmental sustainability;
 - Future of education, skills and work; and
 - Gender-based violence prevention, etc.

- Forging strategic collaborations with SADC, BRICS countries and other interested parties in promoting professional registration of natural scientists: SACNASP attended the World Science Forum 2022 and had various strategic engagements with the international science community including representatives from Uganda, the United Kingdom, and the Netherlands where areas of common interest were discussed and will be further concretised in 2023/24;
- Engaging with the DSI on the country's strategy to address the lack of science journalism in South Africa;
- Participating in the District Development Model (DDM): SACNASP will arrange networking sessions, identify specific geographical areas and deliberate on local problems that contribute to the DDM. This should include industry, government, Higher Education Institutions (HEIs) and other key stakeholders;
- Interfacing between the indigenous knowledge systems (IKS) and the natural sciences: SACNASP will attempt to align with the programmes of the IKS Unit at the DSI and investigate other partnerships;
- Developing a partnership strategy to forge and strengthen relationships with key stakeholders and foster local and international cooperation with the public and private sector: In South Africa, partnerships will be forged with the Technical and Vocational Education and Training (TVET) Colleges, HEIs, Council on Higher Education (CHE), South African Qualifications Authority (SAQA), Sector Education and Training Authorities (SETAs), Regulatory Councils, Industry; and
- Accessing the National Skills Fund for skills development.

The Council of SACNASP would like to express its appreciation to the Minister of Higher Education, Science and Innovation, the Honourable Dr Blade Nzimande MP; the Deputy Minister, the Honourable Mr Buti Manamela MP; the DSI; the previous Council members who gave their input; the CEO and staff; and all the VAs and scientists who are crucial to the value chain of working towards a growing economy and scientific excellence.



Prof KA Nephawe Pr.Sci.Nat
Chairperson of the SACNASP Council



ACCOUNTING OFFICER'S STATEMENT

“Scientists who participate in science engagement activities will be awarded continuing professional development points by the Council for Natural Scientific Professions. – 2019 White Paper on Science, Technology and Innovation”

In October 2022, I became part of the SACNASP team as the Chief Executive Officer. I am excited by what lies ahead, considering the untapped potential and enormous opportunities that can be leveraged to propel SACNASP to its next stage of growth as we plan for the next financial year 2023/24 and beyond. Strengthening existing, and forging new and sustainable public and private partnerships, will be a key component in enhancing the organisation's value proposition, resource mobilisation efforts and positioning in the National System of Innovation (NSI).

The National Development Plan (NDP) proposes to “expand science, technology and innovation outputs by increasing the research and development spending by government and through encouraging industry to do so.” Science Councils such as SACNASP play a pivotal role in this process by advising government on areas where investment should be made, and where “strengthening coordination between departments, as well as the private and non-profit sectors” is required, which is a further imperative of the NDP.

In the 2023/24 financial year, SACNASP will focus on ensuring continued delivery of the key priorities as outlined in the 2020/21–2024/25 Strategic Plan. This will include:

1. A report on the *The skills and competencies required for the future natural scientist amid societal grand challenges in South Africa*: Skill demands are changing globally, due to the opportunities and challenges presented by ever-evolving digital transformation, population growth, climate change, and the COVID-19 pandemic etc. It is therefore imperative that the future workforce is adequately trained to provide solutions and assist the country to deal with these grand challenges already impacting society. Thus, it is envisaged that this report will advise government on
 - a. The current and future skill gaps in the Natural Scientific Professions as well as the global trends within the labour market;
 - b. The occupations that will grow or decline in the future and explore the new skills profile requirement for the future workforce;
 - c. The envisaged landscape for new skills and competencies needed to address societal grand challenges amid the Fourth Industrial Revolution (4IR).
2. Job creation is pivotal to the ERRP: To contribute to the new economy and unleash South Africa's true potential, SACNASP will contribute to the advancement of the Agricultural Sector, and in particular food security as a one of the priority areas of the ERRP. The National Extension Science Programme of the Department of Agriculture, Land Reform and Rural Development (DALRRD) will be recruiting 8 000 Assistant Agricultural Practitioners over a three-year period. To achieve this national imperative, SACNASP will collaborate with the DSI and DALRRD to develop systems to ease the process of applying for SACNASP registration and thus reduce the financial burden for unemployed graduates. This is also in accordance with the 2022/23 budget vote that requires entities to support the revitalisation of existing sectors/industries and speaks to Strategic Outcome-Oriented Goal 4: Knowledge utilisation for economic development in revitalising existing industries by improving the sustainability and competitiveness of a traditional sector of the economy.
3. Focusing on increasing the number of women, youth and disabled persons participating in student enrolment and CMP: This will speak to Strategic Outcome-Oriented Goal 2: Human capacity and skills for the economy and for development. This will assist in improving the representivity of those with high-end skills and increase the development of technical and vocational skills for the economy. In the 2020/21 audited period SACNASP, for the first time, registered more females than males and continued to do so in 2021/22 with a ratio of 55% females to 45% males.
4. Ensuring that the NSP Bill is finalised and presented to Parliament, in collaboration with the DSI: This will enhance SACNASP's mandate as a regulator.
5. In 2022/23 SACNASP appointed an Internal Auditor to develop an Enterprise Risk Management (ERM) framework which SACNASP will focus on in 2023/24.

The NDP (Section 97 of Chapter 13) states that in order to make the public service and local government career sectors of choice, government should “establish a formal graduate recruitment scheme for the public service with provision for mentoring, training and reflection.” It should also “formulate long-term skills development strategies for senior managers, technical professionals and local government staff.” SACNASP has established a Candidate Mentoring Programme (CMP), which was piloted in the 2020/21 financial year and saw SACNASP collaborating with four Voluntary Associations (VAs) in 2022/23. SACNASP seeks to strengthen its CMP with greater offerings to all candidate scientists, and to include those not aligned with a VA.

As part of the programme for lifelong learning, SACNASP’s Continuing Professional Development (CPD) Programme has become an integral part of a scientist’s career portfolio. SACNASP is extending the programme to ensure that candidate natural scientists also participate in CPD activities, which will allow them to upgrade to the professional scientist level. A new website, to be completed in the 2022/23 financial year, will offer improved access to CPD material and SACNASP will investigate incentives for scientists completing the CPD portfolios.

The new *White Paper on Science, Technology and Innovation* will be implemented through the Decadal Plan for 2020–2030, which will be aligned with the NDP. As an entity of the DSI, SACNASP is currently reviewing the White Paper on Science, Technology and Innovation and will suggest areas of intervention to assist the DSI in terms of implementation. It is noteworthy that SACNASP received a special mention in the White Paper under Section 5.7.2. ‘Incentives for researchers’, which states: “Scientists who participate in science engagement activities will be awarded continuing professional development points by the Council for Natural Scientific Professions.”

In the medium-term, SACNASP also plans to augment its service offerings to the natural science profession in the following areas:

- Education and skills development through lifelong learning: This will ensure that natural science students are registerable with SACNASP by aligning the courses at Higher Education Institutions (HEIs).

- Develop programmes aligned with the District Development Model (DDM): This will enable rural areas to have access to programmes that SACNASP supports.
- Promote the use of science, innovation and technology to drive sustainable social and economic development through the 4IR: Within this context, the Council has decided to embrace the concept of disruptive thinking to review systems and processes. As indicated by the DSI, some of the critical areas to pursue include:
 - Data analytics
 - Economic focus and industrialisation, including 4IR
 - The transformation agenda
 - Alignment and collaboration between entities and HEIs
 - Science and technology in relation to the Southern African Development Community and Africa
 - The District Development Model
 - Greater coordination of initiatives in the post-school sector
 - Greater focus on designated groups and gender-responsiveness.

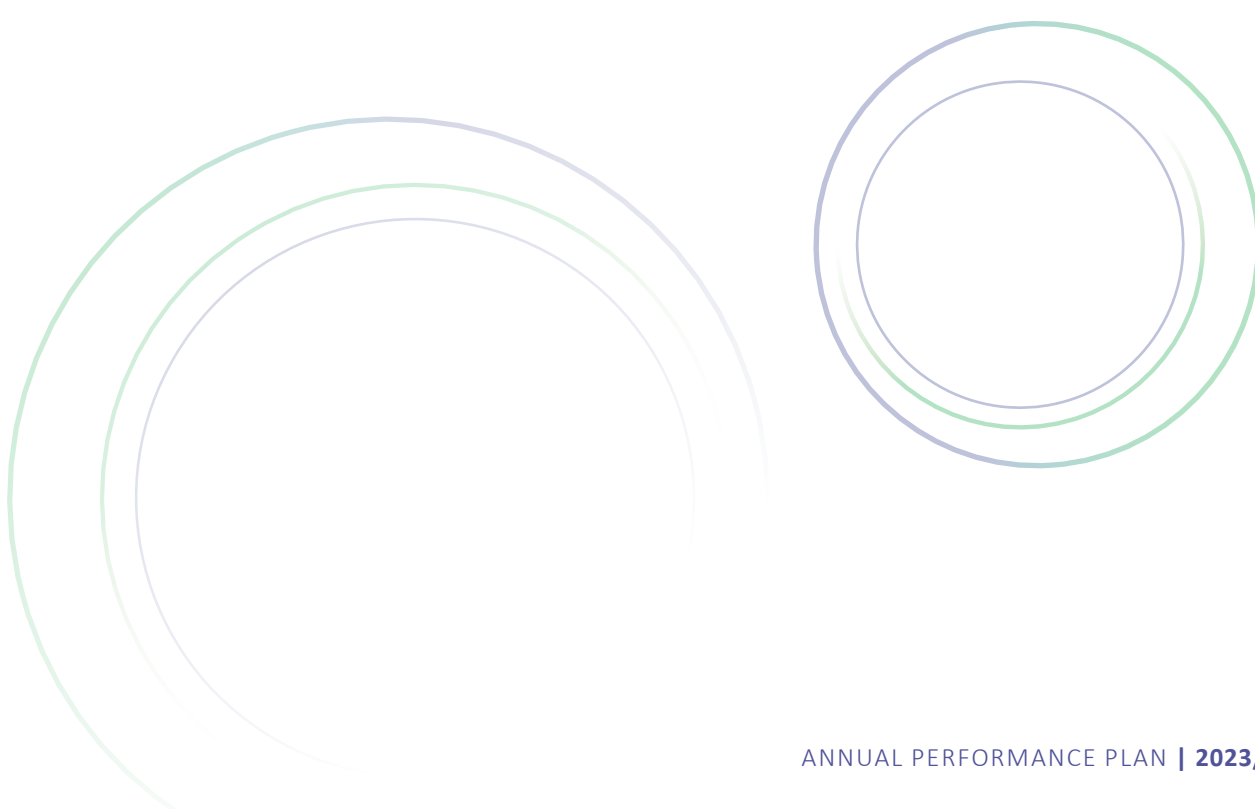
ACKNOWLEDGEMENTS

SACNASP would like to express appreciation to the Minister, the Deputy Minister, the Director-General and staff of the DSI for their unwavering support. We also thank the Chair and the members of the Council of SACNASP, the Voluntary Associations and the registered scientists for their commitment to the profession, and the SACNASP staff for providing service excellence. Management is looking forward to working with the Council and thanks them for their strategic guidance and oversight over the planning period.



Dr N Obokoh Pr.Sci.Nat

Chief Executive Officer of SACNASP





OFFICIAL SIGN-OFF

It is hereby certified that this Annual Performance Plan:

- Was developed by the management of the South African Council for Natural Scientific Professions under the guidance of the Department of Science and Innovation;
- Considers all the relevant policies, legislation and other mandates for which the South African Council for Natural Scientific Professions is responsible; and
- Accurately reflects the impact, outcomes and outputs that the South African Council for Natural Scientific Professions aims to achieve over for the 2023/24 financial year.

Finance Manager: Mr Terrence Mangalana

Chief Executive Officer of SACNASP: Dr Nompumelelo Obokoh *Pr.Sci.Nat*

Chairperson of the SACNASP Council: Prof Khathutshelo Nephawe *Pr.Sci.Nat*

Executive Authority

Approved by:

Minister of Higher Education, Science and Innovation: Honourable Minister Dr Blade Nzimande

PART A: **OUR MANDATE**



1. UPDATES TO THE RELEVANT LEGISLATIVE AND POLICY MANDATES

SACNASP, as an entity of the DSI, is governed by various specific legislative instruments that prescribe the governance formations and duties of those structures listed in the South African Constitution (Onwards the Constitution), among others. SACNASP is not specifically mentioned in the Constitution, however, the way in which it conducts its work is bound by the Bill of Rights in the Constitution and by Section 16, which addresses freedom of expression, including the right to academic freedom and freedom of scientific research, as well as Section 24, which pertains to the protection of the environment.

1.1. LEGISLATIVE MANDATE

SACNASP was established as a juristic person in 1982 by an act of Parliament, the Natural Scientists Act (No. 55 of 1982), which has subsequently evolved into the directives of the NSP Act (No. 27 of 2003) as amended by the Science and Technology Laws Amendment Act (No. 7 of 2014).

The Council is therefore mandated as the Accounting Authority to implement the provisions of the NSP Act, under the oversight of its Executive Authority, the Minister of Higher Education, Science and Innovation. In terms of the NSP Act, it is a statutory requirement that persons practising in any of the fields of practice listed in Schedule 1 of the NSP Act be registered with SACNASP in any of the prescribed categories (Section 18):

- Only a registered person may practise in a consulting capacity (Section 20);
- The Council must determine the requirements with which a VA must comply to qualify for recognition (Section 26);
- Disciplinary proceedings regarding any complaint, charge or allegation of unprofessional conduct against a person registered with SACNASP must be instituted; and
- The relevant authority shall be advised of any complaint, charge or allegation of unprofessional behaviour by any person not registered with SACNASP.

1.2. POLICY MANDATE

The national priorities as documented in the Medium-Term Strategic Framework (MTSF) are key inputs guiding SACNASP's direction, namely:

- A capable, ethical and developmental state;
- Economic transformation and job creation;
- Education, skills and health;
- Consolidating the social wage through reliable and basic services;
- Spatial development, human settlement and local government;
- Social cohesion, safer communities; and
- A better Africa and a better world.

SACNASP has taken these into consideration and has aligned its strategic objectives accordingly. More information can be found under the heading 'Institution programme performance information' in Part C.

SACNASP has also ensured alignment with the strategic objectives of Programme 4 of the DSI. More specifically, the SACNASP objectives are aligned with the following aims:

- Contribute to human capital development;
- Produce new knowledge;
- Develop priority science areas; and
- Promote science engagement.

The new White Paper will be implemented through the Decadal Plan for 2020–2030, which will be aligned with the NDP. As an entity of the DSI, SACNASP is currently reviewing the White Paper and will suggest areas of intervention to assist the DSI in terms of implementation.

From the Decadal Plan, SACNASP will contribute to the area of an "inclusive and coherent NSI" via its programme that focuses on the youth and women, the Candidate Mentoring Programme (CMP). This also speaks to the directive in the Economic Reconstruction and Development Plan where one of the key interventions is, "gender equality and economic inclusion of women and youth". SACNASP believes that its CPD Programme, which ensures all of its scientists are up to date with the latest developments in their field, contributes to an "enabling environment for innovation" as indicated in the Decadal Plan, and "skills development" as indicated in the Economic Reconstruction and Development Plan.

1.3. DRAFT AMENDMENT BILL

The Draft Amendment Bill to repeal and replace the current NSP Act is currently going through the necessary legislative processes. The Draft Bill that was submitted to the Department of Planning, Monitoring and Evaluation underwent a Socio-Economic Impact Assessment. The Council-appointed task team responded to comments from the Department of Planning, Monitoring and Evaluation's Socio-Economic Impact Assessment System (SEIAS) which were presented to the DSI. The task team subsequently finalised the SEIAS submission in response to further questions from the SEIAS Committee following questions that were raised by the Presidency. A SEIAS Certificate was subsequently issued.

The Bill was revisited by the Council-appointed task team at a meeting on 8 July 2021. Comments made by the task team, Council members and SACNASP's legal practitioner and external legal counsel, RW Attorneys, were incorporated into the Bill. The latest version of the Bill, as approved by Council, was submitted to the DSI on 9 September 2021.

The Bill is currently being considered at an executive level within the DSI. The SACNASP management team engaged with DSI executives including the Acting Deputy Director-General: Research Development and Support on 8 October 2021 regarding certain aspects of the Bill. It is anticipated that the next step will be to have the Bill presented to the Economic Sectors, Investment, Employment and Infrastructure Development (ESIEID) Cluster. Thereafter, it will be presented to Cabinet for approval to conduct public consultations.

2. UPDATES TO INSTITUTIONAL POLICIES AND STRATEGIES

“We urge professional bodies and regulatory authorities to take action against members who are found to have acted improperly and unethically. – His Excellency, Mr Cyril Ramaphosa, President of the Republic of South Africa at the State of the Nation Address 2018”

The national priorities, as documented in the Medium-Term Strategic Framework, are supported by SACNASP through the following activities:

- We ensure our scientists are evaluated to be able to make decisions of quality and safety and they are bound by the Code of Conduct;
- SACNASP focuses on being an enabler in the sector by addressing challenges;
- We ensure lifelong learning through CPD.

3. UPDATES TO RELEVANT COURT RULINGS

There have been no court rulings against SACNASP.

4. INTERNATIONAL COLLABORATIONS

SACNASP takes note of the Ministerial Directive that SACNASP should commit to establishing relationships with SADC, BRICS and their member states and the Republic of Cuba. Council is still deliberating on the best way forward and will report in due course.

5. INSTITUTIONAL REVIEW

SACNASP plans to finalise the Institutional Review of the Entity in March 2023. In the period 2023/24 SACNASP will engage with the report and implement actions and recommendations.



PART B:

OUR STRATEGIC FOCUS



The purpose of this document is to measure SACNASP's activities against the Strategic Plan for the five-year period from 2020/21 to 2024/25.

1. UPDATED SITUATIONAL ANALYSIS

Below are the current SWOT analysis and the strategic map. They are included in this section because, although they have not been updated, they pertain to the situational analysis and should be read in conjunction with the strategic objectives.

Table 1: SWOT analysis

SWOT analysis (Strengths, Weaknesses, Opportunities and Threats)	
Strengths	Weaknesses
<ol style="list-style-type: none"> 1. An enabling legislation that allows SACNASP to carry out its mandate 2. A properly constituted Council with Council committees 3. Senior staff in permanent positions 4. Proper financial management systems and internal controls 5. A sound Strategic Plan and Annual Performance Plan to monitor progress 6. Support from line and other government departments 7. Positive growth in a number of registered scientists 	<ol style="list-style-type: none"> 1. SACNASP is not adequately staffed – income not yet at a level to populate necessary positions for a while 2. Growth in number of registered scientists per annum is not representative of the number of students graduating per annum with natural science degrees in South Africa 3. Value added to registered scientists must be developed further and managed 4. Registration process still too cumbersome and must be streamlined
Opportunities	Threats
<ol style="list-style-type: none"> 1. Enrolment (at no cost) of students with SACNASP is being rolled out and will increase the base of registered scientists in the economy 2. There is substantial potential to increase the number of registered scientists from various sectors 3. SACNASP is submitting comments on the NSP Act to make it more robust 4. Opportunity for registered scientists to contribute to the National System of Innovation and to network among themselves 5. Engagement with higher education in order to provide courses aligned with SACNASP's CMP and CPD Programme 6. SACNASP can develop courses in-house for CPD Programme 7. Enhanced stakeholder engagement 	<ol style="list-style-type: none"> 1. Overlap of mandates of different statutory and non-statutory bodies 2. Greater awareness of SACNASP in the scientific community will result in more awareness of the regulatory function of SACNASP and reporting, placing a burden on the limited resources at SACNASP 3. Fields of practice still traditional in structure, whereas universities now offer combination degrees that SACNASP does not cater for. These graduates are currently left outside the SACNASP system. 4. Poor national economic situation and unemployment can influence the registration expectations and the timeous payment of annual fees, which will negatively influence the cash flow of SACNASP

Table 2: Strategic Map

Sustainability Perspective	Increased Number of Registered Scientists		Increased Recognition of SACNASP		Enhanced Organisational value			
Stakeholder perspective	Greater value-add for registered scientists over and above the legal requirements and by recognising and appreciating the natural scientists who have been registered with the Council for a longer period of time Advancement of professional standing		Improved stakeholder satisfaction and protection of the public		More effective use of resources at SACNASP		More efficient use of finances at SACNASP	
Internal perspective	Improved service offering in accordance with international best practice		More efficient registration process		Improved business and marketing process		Improved cost and financial control	
Learning and growth perspective	Support communities of practice and stakeholder engagement	Maintain CPD and roll out of CMP	Optimised registration process	Greater and more effective use of technology	Improve knowledge and skills in marketing	Correct staffing at SACNASP	Prudent budgeting and financial management	Manage income

SACNASP will focus on the following areas as captured in its strategic objectives:

1. To proactively advise government and relevant stakeholders on the contributions and role of the Natural Scientific Professions in South Africa

SACNASP, in conjunction with the DSI, will form a study group. A third report titled *The skills and competencies required for the future natural scientists amid societal grand challenges in South Africa* will assist government to align education with the requirements needed by scientists in the future. Other areas that need attention include the impact of big data, 4IR and the COVID-19 pandemic on natural science in South Africa. It is crucial that SACNASP investigates the greater involvement of natural scientists in the District Development Model and advises key stakeholders accordingly.

2. To enforce high professional and ethical standards for the natural scientific workforce

SACNASP should ensure that it has an effective system to register and regulate natural science professionals in all sectors of the economy, including State-Owned Enterprises (SOEs).

This will enhance SACNASP's mandate regarding its regulatory function, reduce corruption, improve accountability and ethical practice, and better protect the public.

3. To promote the natural science professions and science engagement in South Africa

It is crucial for SACNASP to focus on public awareness campaigns and the active involvement of natural scientists and their VAs to offer specialist advice to district municipalities and local communities.

4. To promote the professional development and transformation of the natural science sector in South Africa

SACNASP will achieve this strategic objective by creating an environment for lifelong learning for professionals. It will also emphasise transforming the natural science sector to increase the participation of designated groups and contribute to education qualifications and learning pathways for natural scientists.

5. To foster a culture of good corporate governance

SACNASP will ensure compliance with legislative and policy frameworks by developing and implementing robust systems, identifying and managing all risks and internal controls, and offering training/awareness events for VAs and scientists in this area.

2. EXTERNAL ENVIRONMENT

In terms of the external environment, the general elections of 8 May 2019 saw the dawning of a new era for science in South Africa. This occurred when the Department of Higher Education and Training and the Department of Science and Technology merged, resulting in the new Ministry of Higher Education, Science and Innovation. Led by the Honourable Minister, Dr Blade Nzimande, it draws on the synergies of the two departments, resulting in greater service delivery. This has resulted in a revised mandate for SACNASP, following a revision of its Strategic Plan to align it with

the department's new vision. This process, led by the Chairperson and members of Council, resulted in a Strategic Plan that more optimally serves the science community of South Africa.

3. INTERNAL ENVIRONMENT

The registration process is not without its challenges, particularly because of rapidly increasing numbers. Some of these challenges include:

- Applicants perceiving lengthy lead times for registration;
- Mentors and referees not being easily accessible;
- Increasing delays and non-payment of annual fees, which affect SACNASP's financial standing; and
- Difficulties in categorising applicants with inter-disciplinary degrees. This ever-changing environment needs careful thought and planning.

SACNASP has faced challenges due to critical positions not being filled. Attracting and retaining skilled personnel remains a challenge for the SACNASP office and needs to be addressed. This will affect any future activities.

SACNASP is now in a position to monitor the number of people with disabilities registered on the database and will use this information to evaluate the specific requirements of this group.

With an increasing awareness of SACNASP, it is likely that the Professional Conduct Committee (PCC) will continue to handle a greater number of professional conduct matters. During the 2020/21 financial year, the Council reviewed and approved several policies.

The Council's key expenditure areas relate to registration, regulation and outreach activities, while it derives income from application and registration fees. In terms of income, it should be noted that the economic downturn over the last two years has resulted in some job losses in the scientific community. SACNASP has continued to experience issues with registered scientists struggling to meet their annual obligation to pay registration fees. The non-payment of annual fees is a concern that SACNASP should address since registration fees are its principal income source. SACNASP received substantial assistance from the DSI with project-related grants including the allocation of an additional R14 946 813 in funding over a three-year period up until March 2021 and a once off R5 million allocation for the 2021/22 financial year. The DSI committed to an additional R30 000 million for the period 2022–2025. These funds have greatly assisted SACNASP in enhancing its mandate and enabling the natural sciences.

Among its other activities, SACNASP will use these funds to:

- Promote CPD;
- Maintain and support information technology (IT);
- Implement a CMP for young graduates; and
- Establish and implement the regulatory framework of the Natural Scientific Professions Act (No. 27 of 2003) as amended.

The Council will engage with the DSI for further assistance, to ensure that it meets all its objectives as detailed in the 2020/21–2024/25 Strategic Plan and continues to make a greater contribution to natural science in South Africa.

From a human resources perspective, SACNASP prides itself in being a transformed organisation; 23 of the 28 staff members are female and the majority are from the designated groups. The Council needs to bolster its staff complement with key skills in registration, regulation and marketing to realise its mandate and aspirations fully, as detailed in the 2020/21–2024/25 Strategic Plan. Attracting skilled personnel remains a challenge for SACNASP.

4. STRATEGIC TREND ANALYSIS

SACNASP continues to show that it has overcome challenges in demographic transformation in terms of race and gender. Scientists registering with the Council are increasingly from previously disadvantaged population groups.

Although male natural scientists on the total database still exceed female natural scientists, the trend among newly registered scientists shows an increase in registrations by females. In the 2021/22 audited period, SACNASP continued to register more females than males, with a ratio of 55% females to 45% males.

SACNASP is also continuing to see an increase in the registration of younger scientists. SACNASP has, in the past few years, engaged with matric students through publications such as the Career Guide and events such as National Science Week. In addition, through the HEIs, SACNASP has conducted a concerted marketing drive aimed at students to provide them with information about the need to register with a professional body and the value add of becoming registered. The CMP programme is well positioned to grow the youth component of SACNASP's registered scientists.



Figure 1: Year-on-year registration by gender

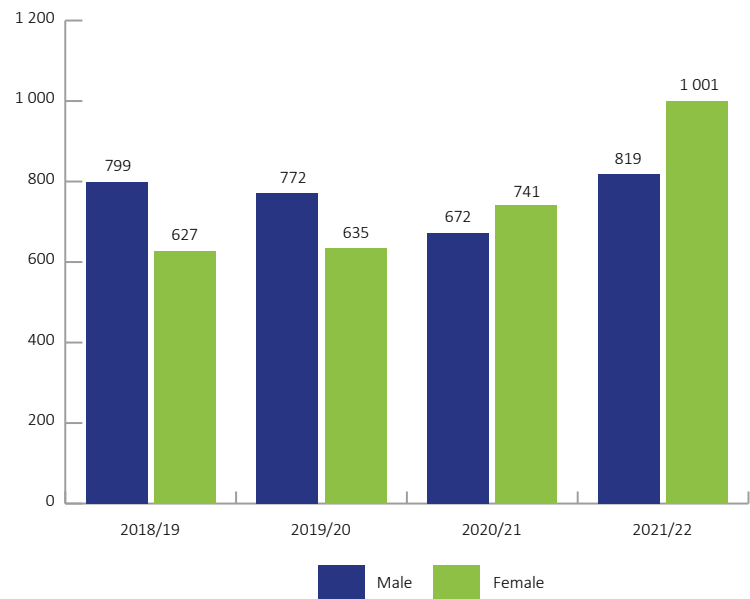


Figure 2: Year-on-year registration by race

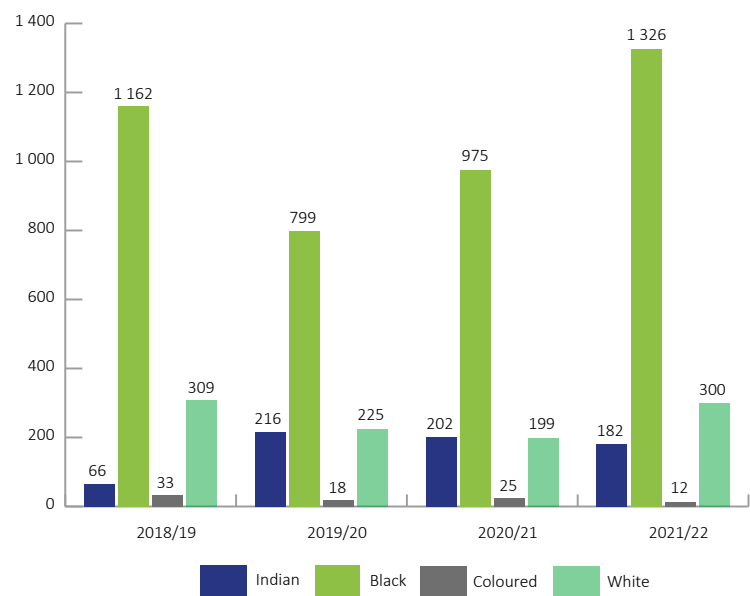
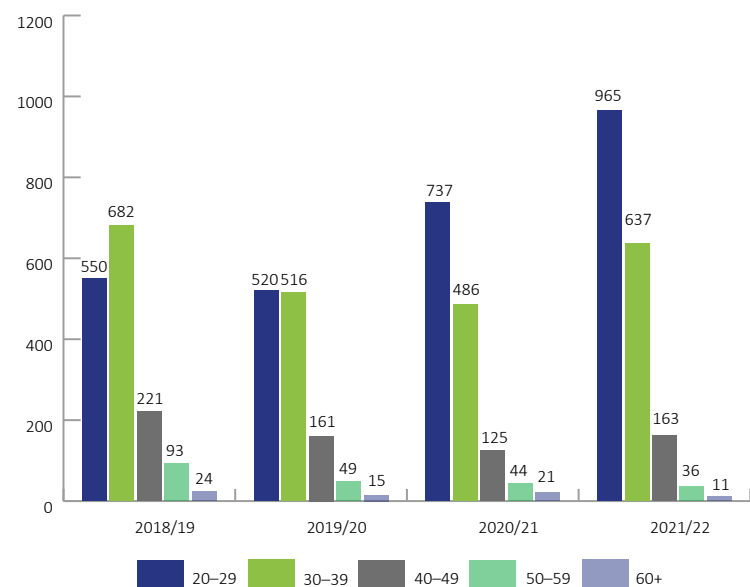


Figure 3: Year-on-year registration by age



PART C:

MEASURING OUR PERFORMANCE



1. INSTITUTION PERFORMANCE INFORMATION

Strategic Objective 1: To proactively advise government and relevant stakeholders on the contributions and role of the natural scientific professions in South Africa

Outcome 1 Purpose: Provide reports on relevant government policy matters

Table 3: Strategic Objective 1: Outcomes, Outputs, Output Indicator and Targets

Outcome	Output	Output Indicator	Actual Performance				Estimated Performance	MTEF Targets		
			2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Outcome 1 Provide reports on relevant government policy matters	Reports submitted to the DSI	Number of reports developed to inform government policy and legislation every two years	Brief completed and approved by Council	A qualitative survey was conducted across stakeholders and a secondary analysis was performed using Stats SA data	One report on unemployed natural science graduates was completed on 31 August 2021	Drafting the RFQ on the brief titled <i>The skills and competencies required for the future natural scientist amid societal grand challenges in South Africa</i> Appointment of a service provider	Establishment of a reference group to guide the development of ToRs for the 2 nd report titled <i>The skills and competencies required for the future natural scientist amid societal grand challenges in South Africa</i>	First draft of report 2 titled <i>The skills and competencies required for the future natural scientist amid societal grand challenges in South Africa</i> submitted to Council	Drafting the Concept note/ brief for report 3 as guided by Council	Publication of report 3 and approval by Council

Table 4: Outcome 1: Output Indicators, Annual and Quarterly Targets

Output Indicator	Annual Target	Q1	Q2	Q3	Q4
Number of reports developed to inform government policy and legislation every two years	Publication of the report titled <i>The skills and competencies required for the future natural scientist amid grand societal challenges in South Africa</i>	Conceptualise and establish a work plan by the study group	Submit the literature review, methodology and data collection	Data analysis and review	Submit first draft report to Council for review and approval

Explanation of planned performance over the medium-term

The NDP identifies the need for building a credible evidence base to support decision making. This strategic objective contributes to the development of skills, data, evidence, capabilities and institutions that enable the achievement of the plans of the NDP and those outlined in MTSF Priority 1 (Capable, ethical and developmental State). The NDP also proposes to “expand science, technology and innovation output by increasing the research and development spending by government and through encouraging industry to do so”. These reports are key elements in this directive to potentially guide government on areas where investment should be made. This will be the third report and will focus on 4IR and establish how data science and data analytics will not only create the scientist of tomorrow, but also redefine the sector as whole. It will include reconsideration of the school and university curricula to facilitate this shift. SACNASP will initially use specialists but, as per SACNASP’s Human Resource Plan, will move towards increased in-house interventions to achieve this target. The strategic objectives of Programme 4 of the DSI will contribute to the “production of new knowledge” and the “development of priority science areas”, with the key national priority being “economic transformation and job creation”.

Strategic Objective 2: To enforce high professional and ethical standards for the natural scientific workforce

Outcome 2 Purpose: Register and regulate natural science professionals

Table 5: Strategic Objective 2: Outcomes, Outputs, Output Indicator and Targets

Outcome	Output	Output Indicator	Actual Performance				Estimated Performance	MTEF Targets		
			2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Outcome 2 Number of registered natural scientists at SACNASP	Registered natural scientists at SACNASP	Number of annual registrations with SACNASP	1 570	1 262	1 413	1 820	1 500	1 500	1 500	2 000
		Proportion of applications processed within the correct timeframes	N/A	N/A	N/A	90%	93%	95%	95%	95%
		Proportion of registered natural scientists retained annually	N/A	N/A	N/A	80%	80%	80%	80%	85%

Table 6: Outcome 2: Output Indicators, Annual and Quarterly Targets

Output Indicator	Annual Target	Q1	Q2	Q3	Q4
Number of annual registrations at SACNASP	1 500	300	750	1 050	1 500
Proportion of applications processed within the correct timeframes	93%	93%	93%	93%	93%
Proportion of registered natural scientists retained annually	80%	N/A	N/A	N/A	80%

Explanation of planned performance over the medium-term

SACNASP is in the process of putting into place data structures, systems and processes to allow the accurate tracking of applications by race, gender, geographic location and disability as they progress through the evaluation process, and to assess whether or not applications are processed within the pre-defined timelines.

To ensure a high number of new registrations SACNASP has to proactively encourage applications for registration. SACNASP also has to investigate mechanisms and policies to regulate scientists in line with the NSP Act and related legislation. National, provincial and local legislation and policies should be investigated, and the implementation of professional registration should be recommended to government. SACNASP needs support from the DSI to ensure that government officials are also informed of the requirement to register. This has been partially achieved at the DALRRD, the Department of Water and Sanitation, and the Department of Public Works and Infrastructure. The SACNASP's registration strategy, policies and model will be reviewed, given the complexity and diversity of professions. Exit-level outcomes will be developed and standardised, guided by the National Qualifications Framework (NQF) for each field of practice. SACNASP will also develop a clear and consistent framework to deal with inter-disciplinary degrees that respond to the priorities set out in the New Growth Path under the custodianship of the Minister of Economic Development. This outcome is aligned with the DSI's Programme 4, namely "Contribution to human capital development", and with national priorities, specifically "A capable, ethical and developmental state."

Strategic Objective 3: To promote the natural science professions and science engagement in South Africa

Outcome 3 Purpose: To facilitate public awareness to address national priorities

Table 7: Strategic Objective 3: Outcomes, Outputs, Output Indicator and Targets

Outcome	Output	Output Indicator	Actual Performance				Estimated Performance	MTEF		
			2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Outcome 3 Facilitate public awareness to address national priorities	Public awareness and engagement initiatives conducted	Number of public awareness and engagement initiatives conducted to foster the understanding of the contribution of the natural science profession, using both face-to-face and virtual events	New target	4	5	8	8	8	8	10

Table 8: Outcome 3: Output Indicators, Annual and Quarterly Targets

Output Indicator	Annual Target	Q1	Q2	Q3	Q4
Number of public awareness and engagement initiatives conducted to foster the understanding of the contribution of the natural science profession	8	2	4	7	8

Explanation of planned performance over the medium-term

Public awareness initiatives are conducted annually to foster an understanding of the role and importance of the natural science profession. SACNASP will engage with the VAs to support this activity. This activity supports the MTSF in the following areas:

- A skilled and capable workforce to support an inclusive growth plan (Priority 1: Capable, ethical and developmental state);
- Responsive, accountable, effective and efficient local government (Priority 5: Spatial development, human settlements and local government); and
- Protect and enhance our environmental assets and natural resources (Priority 7: A better Africa and a better world).

In addition, this strategic objective responds to the priorities set out in the New Growth Path under the custodianship of the Minister of Economic Development. It also aligns with the strategic objective to “promote science engagement” in the DSI’s Programme 4 and the national priority of “a capable, ethical and developmental state.”



Strategic Objective 4: To promote the professional development and transformation of the natural science sector in South Africa

Outcome 4 Purpose: An efficient and effective lifelong learning programme is implemented and facilitated

Outcome 5 Purpose: Develop and implement programmes to encourage participation by designated groups

Outcome 6 Purpose: Evaluation and endorsement of higher education institution (HEI) programmes in natural science

Table 9: Strategic Objective 4: Outcomes, Outputs, Output Indicator and Targets

Outcome	Output	Output Indicator	Actual Performance				Estimated Performance	MTEF		
			2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Outcome 4 Create an environment for lifelong learning of professionals	Registered natural scientists participating in the lifelong learning programme	The proportion of registered natural scientists participating in the lifelong learning programme	New target	27% of scientists on database participating in CPD	29% of scientists on database participating in CPD	37% of scientists on database participating in CPD	40% of scientists on database participating in CPD	50% of scientists on database participating in CPD	60% of scientists on database participating in CPD	70% of scientists on database participating in CPD
Outcome 5 Transformation of natural science sector to increase participation of designated groups	Women and youth participating in SACNASP students' enrolment programmes	Number of women and youth participating in SACNASP students' enrolment programmes	New target	New target	60	25 (60:40) (women: men)	700 (60:40) (women: men)	700 (60:40) (women: men)	700 (60:40) (women: men)	800 (60:40) (women: men)
	Women and youth participating in the CMP	Number of women and youth participating in the CMP	New target	New target	17	17 (60:40) (women: men)	100 (60:40) (women: men)	100 (60:40) (women: men)	100 (60:40) (women: men)	150
Outcome 6 To contribute towards education qualifications and learning pathways for natural scientists	Endorsed natural science programmes	Number of HEI natural science programmes aligned for endorsement in conjunction with the CHE	New target	0	Developed a guideline document informing SACNASP processes	2	500	6	6	20

Table 10: Outcome 4: Output Indicators, Annual and Quarterly Targets

Output Indicator	Annual Target	Q1	Q2	Q3	Q4
The proportion of registered natural scientists participating in the lifelong learning programme	50%	43%	45%	47%	50%

Explanation of planned performance over the medium-term

The CPD Programme is now institutionalised at SACNASP. It plays a critical role as a coordinating facility for lifelong learning for natural science professionals in South Africa. It is crucial that these professionals are at the cutting edge of technology, field-specific developments and new knowledge to ensure South Africa's competitive advantage internationally. This coordinating facility also ensures that government and its directives and national priorities are captured and converted into training interventions to ensure a capable workforce. It will also assist with the reskilling of scientists where necessary. This will support natural scientists in ensuring that their knowledge in their respective fields of practice is relevant and up to date.

Table 11: Outcome 5: Output Indicators, Annual and Quarterly Targets

Output Indicator	Annual Target	Q1	Q2	Q3	Q4
Number of women and youth participating in SACNASP students' enrolment programmes	700	200	500	0	700
Number of women and youth participating in the CMP	100	25	50	75	100

Explanation of planned performance over the medium-term

SACNASP must encourage participation by designated groups in the natural science sector as this will lead to improved transformation of both the gender and racial profiles of scientists. The NDP (Chapter 13 of Section 97) states that to make the public service and local government careers of choice, government should “establish a formal graduate recruitment scheme for the public service with provision for mentoring, training and reflection.” It should also “formulate long-term skills development strategies for senior managers, technical professionals and local government staff.” The CMP and CPD Programme will support MTSF Priority 3 (Education, Skills and Health) and MTSF Priority 2 (Economic Transformation and Job Creation). The DSI has prioritised “contribution to human capital development; development of priority science areas and promotion of science engagement” as among the strategies for its Programme 4 with which the above SACNASP outputs are aligned.

Table 12: Outcome 6: Output Indicators, Annual and Quarterly Targets

Output Indicator	Annual Target	Q1	Q2	Q3	Q4
Number of HEI natural science programmes evaluated for endorsement in conjunction with the CHE	5	1	3	4	5

Explanation of planned performance over the medium-term

The involvement of SACNASP in terms of contributing to the education of scientists in South Africa is crucial to ensure that academic standards are aligned with the requirements of industry and commerce. This will ensure that international trends are addressed in natural science training interventions.



Table 13: Strategic Objective 5: Outcomes, Outputs, Output Indicator and Targets

Outcome	Output	Output Indicator	Actual Performance				Estimated Performance	MTEF		
			2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Outcome 7 Compliance with legislative and policy framework	Unqualified audit report	Unqualified audits achieved	Unqualified audit report on financial and governance matters issued by 30 September 2019	Unqualified audit report on financial and governance matters issued by 30 September 2020	Unqualified audit report on financial and governance matters issued by 30 September 2021	Unqualified audit report on financial and governance matters issued by 30 September 2022	Unqualified audit report on financial and governance matters issued by 30 September 2023	Unqualified audit report on financial and governance matters issued by 30 September 2024	Unqualified audit report on financial and governance matters issued by 30 September 2025	Ensure correct internal controls and policies are in place

Table 14: Outcome 7: Output Indicators, Annual and Quarterly Targets

Output Indicator	Annual Target	Q1	Q2	Q3	Q4
Unqualified audits achieved	Unqualified audit report on financial and governance matters issued by 30 September 2024	Compile financial statements for auditing purposes by 31 July 2023 and complete annual external audit	Council approval of the 2022/23 Annual Report, interaction with Minister and submission to Parliament by 30 September 2023	Implementation of audit findings	Monitoring of implementation of mitigation by Audit and Risk Committee

Explanation of planned performance over the medium-term

Identify training and development programmes for staff and the Council in relation to corporate governance. This will require support from the DSI.

SACNASP will continually review the governance and regulatory framework.

2. PROGRAMME RESOURCE CONSIDERATIONS

The table below presents a summary of expenditure estimates.

Table 15: Expenditure estimates

Programme	Expenditure Estimates (R'000)				2025/26
	Audited 2021/22	2022/23	2023/24	2024/25	
Compensation of employees	8 438	19 833	24 868	30 554	33 609
Goods and services	14 441	19 833	24 868	30 554	33 609
Total	22 879	39 666	49 736	61 108	67 218

The budget for the medium-term addresses three areas:

- Salary of current permanent staff and salaries for proposed new staff;
- Development of the new areas on which SACNASP will be focusing; and
- Successful achievement of the Strategic Plan.

The areas that SACNASP will be focusing on for the financial year ahead are:

- Tracking the unemployment of natural science graduates to gain insight into areas where the State can intervene;
- The enhanced involvement of natural scientists in the District Development Model (initial undertaking of research);
- Public awareness campaigns and the active involvement of natural scientists and their VAs to offer specialist advice to district municipalities; investigating local communities for effective implementation of the outcomes of the campaigns;
- Creating an environment for lifelong learning for professionals to ensure that they are always at the cutting edge of IT and optimally positioned to serve the country; and
- A greater focus on transformation of the natural science sector to increase participation of designated groups – SACNASP will develop programmes to manage this.

The DSI has continued to support SACNASP and has committed to a further R30 000 000 as project funding for the period 2022 to 2025. These funds are being used for the following projects:

- Promoting the CPD Programme to enhance professional skills and knowledge;
- Maintenance and support of information technology (IT);
- Implementation of the CMP for young natural science graduates; and
- Regulation of the natural science profession.

In the past, the DSI has made allocations for special projects, such as the R14 million allocated in 2021, and the R5 million allocated due to COVID-19 challenges and lockdown. To achieve its objectives, it is clear that, in addition to registration and application fees, SACNASP relies on additional funding to overcome the financial challenges resulting from the poor economic situation, and the increase in bad debts. Following negotiation with the DSI, it is intended that SACNASP will ultimately move from project-based funding to a baseline allocation in the future, in order to enable a fit-for-purpose organisation which can effectively deliver its mandates.

In the interim, the DSI has doubled the project funding for SACNASP from the 2022/23 financial year onwards and SACNASP thanks the Minister for this assistance.

3. UPDATED KEY RISKS AND MITIGATION FROM THE STRATEGIC PLAN

Table 16: Updated key risks

Outcome	Key Risk	Risk Mitigation
1. Provide reports on relevant government policy matters	Change in national priorities	Create awareness of SACNASP's role and mandate at a high level
	Non-alignment with legislation guiding the natural scientific profession	Implementation of the SACNASP Marketing Plan – Regular engagement with other government departments and other stakeholders in conjunction with the DSI as line department
2. Register and regulate natural science professionals	Expansion of the mandate of SACNASP by government	Regular engagements with DSI and the Minister to closely understand their thinking with regards to the future of SACNASP. Partnership projects with recognised VAs and other statutory councils
	Negative perception among registered and non-registered scientists of professional bodies	Implementation of the marketing plan Action plan to build relations with VAs
	Lack of good relations with VAs COVID-19, resulting in increasing number of scientists being unable to pay fees	SACNASP to review fee increases on a regular basis
3. Facilitate public awareness to address national priorities	Difficulty in ensuring information reaches communities and municipalities	Implementation of a marketing plan Developing and implementing a Science Communication and Engagement Strategy
	Inability to ensure that society and the public are protected against unprofessional conduct	Optimisation of the Governance Unit of SACNASP
4. Create an environment for lifelong learning for professionals	Costs of VA events and conferences prohibitively high for some scientists Not all VAs are on board with the programme Not enough information available to plan adequately	Collaboration with private service providers, industry, government and universities
5. Transformation of natural science sector to increase participation of designated groups	SACNASP does not have funding to support the CMP on an ongoing basis	SACNASP engaging with government departments for assistance
6. To contribute towards education qualifications and learning pathways for natural scientists	Academic institutions not willing to engage SACNASP on key education interventions	Closer relationships to be established with academic institutions and the Quality Councils
7. Compliance with legislative and policy framework	Resignation of key members of SACNASP management	Develop succession planning, skills and capacity development of staff

PART D:

TECHNICAL INDICATOR DESCRIPTIONS (TID)



Indicator Title	Number of reports developed per financial year to inform government policy and legislation every two years
Definition	The number of relevant reports completed between 1 April the previous year and 31 March in a particular year. A relevant report is defined as one funded by SACNASP and written with the purpose of making input to government policy
Source of Data	Catalogue of reports produced by SACNASP
Method of Calculation/Assessment	Simple count per financial year
Means of Verification	Library of SACNASP reports audited against catalogue
Assumptions	All SACNASP funded reports are relevant, irrespective of whether or not funding originated from DSI
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Annually
Desired Performance	100% target achieved
Indicator Responsibility	Operations Manager

Indicator Title	Number of registrations at SACNASP annually
Definition	The number of new registrations, upgrades or additional fields of practice registered on the SACNASP database annually
Source of Data	SACNASP registration database and minutes of registration meetings
Method of Calculation/Assessment	Count of the number of registrations processed through the various Registrations Committee meetings during the year
Means of Verification	Comparison with manual records from registration meeting
Disaggregation of Beneficiaries (where applicable)	This can be disaggregated by gender, race, age and persons with disabilities and also by category and field of practice
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Quarterly
Desired Performance	At least the targeted number of registrations in each quarter
Indicator Responsibility	Registrations Manager

Indicator Title	Proportion of applications processed within timeframes
Definition	The percentage of applications for registration received during a financial year that are concluded within six months of date of application. The date of application is defined as the date on which the application was marked as documents submitted and payment received on the SACNASP scientist's portal.
Source of Data	SACNASP database of registered scientists
Method of Calculation/Assessment	Processing time for all applications received in a financial year must be calculated. This is done by subtracting application date from date of conclusion. The percentage that are less than or equal to six months must then be calculated.
Means of Verification	Comparison with registrations database and double-checking of calculations
Assumptions	Once a registration is concluded, it will not be revisited
Disaggregation of Beneficiaries (where applicable)	This data can be disaggregated in various ways, e.g. by type of registration such as new, upgrade, additional field or by gender, race, age, field of practice, persons with disability and category etc. as required
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Quarterly, but there will be a delay as applications take six months to be processed. Reporting can therefore only occur six months after the quarter has ended.
Desired Performance	95% of applications should be concluded within six months
Indicator Responsibility	Registrations Manager

Indicator Title	Proportion of registered natural scientists retained annually
Definition	The percentage of natural scientists registered at the start of a financial year who are still registered at the end of that same financial year. A financial year is defined as running from 1 April the previous year to 31 March of the current year.
Source of Data	List of registered natural scientists at the beginning and end of the financial year
Method of Calculation/Assessment	VLOOKUP analysis on the list of active scientists at the beginning of the year to determine who is still registered at the end of the year
Means of Verification	Comparison with registrations database
Assumptions	N/A
Disaggregation of Beneficiaries (where applicable)	This data can be disaggregated in various ways, such as gender, race, age, disability, field of practice, category etc. as required
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Annually
Desired Performance	80% of registered scientists are retained
Indicator Responsibility	Registrations Manager

Indicator Title	Number of public awareness and engagement initiatives conducted to foster the understanding of the contribution of the natural science profession using both face-to-face and virtual events
Definition	The number of relevant events held during a financial year that are supported by SACNASP. A relevant event is defined as one that promotes SACNASP or natural science as a profession in general.
Source of Data	Catalogue of programmes of events
Method of Calculation/Assessment	Simple count per financial year
Means of verification	Attendance registers and event programmes
Assumptions	All events supported by SACNASP will have the desired effect on the desired target audience
Disaggregation of Beneficiaries (where applicable)	Can be disaggregated into event types or provinces
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Quarterly
Desired Performance	Targeted number of events supported
Indicator Responsibility	Operations Manager

Indicator Title	Number of HEI natural science programmes evaluated for registrability
Definition	The number of programmes evaluated per financial year by SACNASP for registrability
Source of Data	Register of programmes
Method of Calculation/Assessment	Simple count per financial year
Means of Verification	Qualifications Assessment Committee (QAC) minutes and reports
Assumptions	N/A
Disaggregation of Beneficiaries (where applicable)	HEIs, SAQA fields or Classification of Educational Subject Matter (CESM) categories
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Annually
Desired Performance	All requests for letters of endorsement fulfilled in a timely manner
Indicator Responsibility	Registrations Manager

Indicator Title	Number of women and youth participating in SACNASP's student enrolment programmes
Definition	The number of women and youth enrolled on SACNASP's database of students per financial year
Source of Data	SACNASP student database
Method of Calculation/Assessment	Simple count per financial year
Means of Verification	Student enrolment reports
Assumptions	N/A
Disaggregation of Beneficiaries (where applicable)	Can be disaggregated by gender, race, age and persons with disabilities
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Annually
Desired Performance	60:40 ratio of women to men
Indicator Responsibility	Operations Manager

Indicator Title	Number of women and youth participating in the CMP
Definition	The number of women and youth enrolled on the Voluntary Association Candidate Mentor Programme
Source of Data	Reports from the VAs
Method of Calculation/Assessment	Simple count per financial year
Means of Verification	Physical check with mentors and mentees
Assumptions	N/A
Disaggregation of Beneficiaries (where applicable)	Can be disaggregated by race, gender, age and persons with disabilities
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Annually
Desired Performance	60:40 ratio of women to men
Indicator Responsibility	Operations Manager

Indicator Title	Proportion of registered natural scientists participating in the lifelong learning programmes
Definition	The percentage of registered natural scientists who are active on the CPD portal
Source of Data	CPD portal and registrations database
Method of Calculation/Assessment	Divide the number of scientists who have at least one point on their CPD profile in the current cycle by the total number of registered scientists
Means of Verification	CPD portal and registrations database
Assumptions	All scientists with at least one point in the current cycle on the CPD portal are participating in lifelong learning programmes
Disaggregation of Beneficiaries (where applicable)	Can be disaggregated according to registration category, age, gender, race and persons with disabilities
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative
Reporting Cycle	Quarterly
Desired Performance	Targeted percentage reached or exceeded
Indicator Responsibility	Science Communications Manager

Indicator Title	Unqualified audit achieved
Definition	Whether or not an unqualified audit opinion was achieved for the annual financial statements at the end of the financial year
Source of Data	Audit reports
Method of Calculation/Assessment	True or false
Means of Verification	Audit report or annual report
Assumptions	Proper internal controls and policies in place
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Annually
Desired Performance	All audit reports unqualified
Indicator Responsibility	Finance Manager





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